ePLACE

Applying for Initial Licenses and Registrations

E-PLACE

Department of Labor Standards

Linking ePLACE account

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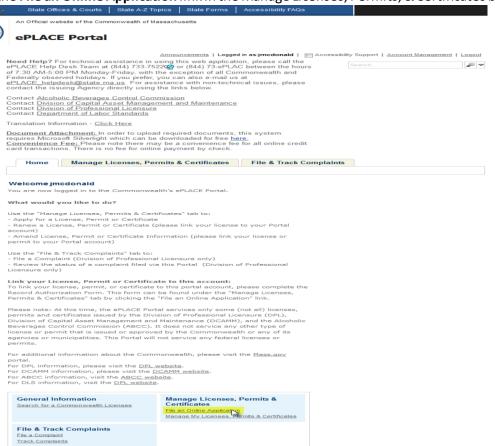
Applying for a License or Registration

The Commonwealth of Massachusetts must license placement agencies and Employment agencies to conduct business in the state, regardless of whether or not the agency has a physical office within state borders.

You can now apply and renew Placement Agencies and Employment agencies certifications via ePLACE.

https://elicensing.state.ma.us/CitizenAccess/

1. Click on the **File an Online Application** link in the Manage Licenses, Permits, & Certificates box.



2. Online Applications and Record Authorization Form page will then be displayed. After reading the terms section, mark the checkbox "I have read and accepted the above terms." Click on Continue button.



3. Go to the Department of Labor Standard option. Click **Department of Labor Standards** arrow and mark the **Application for Employment** License or Placement Registration radio button.



Department of Labor Standards

Application for Employment License or Placement Registration

- Click the **Continue** button.
 - Board of State Examiners of Electricians
 - Board of State Examiners of Plumbers and Gas Fitters
 - ▼ Department of Labor Standards
 - Application for Employment License or Placement Registration
 - Division of Capital Asset Management and Maintenance
 - ▶ Office of Private Occupational School Education



5. This starts the Application for Employment License or Placement Registration. Mark the highlighted required red *check box By marking the checkbox you agree to the terms listed above. Once completed, click on Continue Application button.



6. Complete the highlighted required red * fields for the Agency contact type. It is recommended that you use the **Select from your ePLACE Account** option.

Step 2: Agency Details > Page 1 of 1



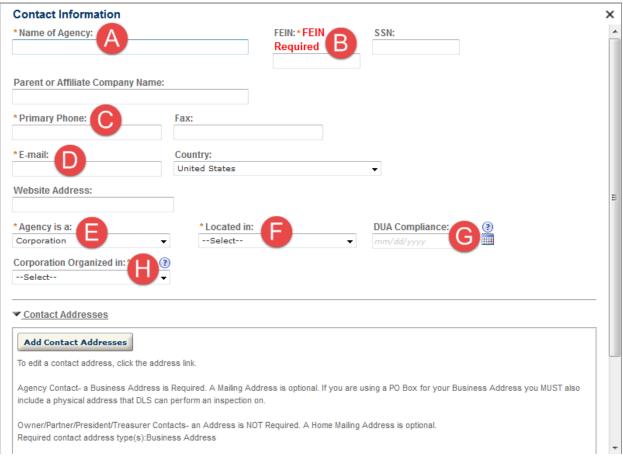
The **Agency** is the Employment Agency or Placement Agency seeking Licensing or Registration, respectfully, through the Department of Labor Standards (DLS).

Please provide **Agency** information, including your business address. A business address is required for both applications. If you do not want to use the business address as the mailing address, please provide a separate mailing address where your company regularly receives mail.

- If your **Agency** information is already saved in your ePLACE Account, you may copy the information into this application by clicking the "Select from ePLACE Account" button below.
- If your Agency is different from your ePLACE Account, click "Add New" button to add the information requested.
- You may edit your Agency information by using the "Edit" link.
- It is your responsibility as a Employment Agency or Placement Agency to post a Certificate at each Agency location.



7. A pop-up screen will display. Some fields will populate based on the contact type associated to your ePLACE account. Click the **Select from** your ePLACE Account.



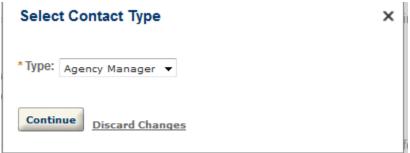
- a. Name of Agency
- **b.** FEIN- is conditionally required based on the selection in the Agency is a drop-down field.
- c. Primary Phone
- **d.** E-mail
- e. Agency is a
- f. Located in
- g. DUA Compliance- is conditionally required based on the selection in the Agency is a drop-down field.
- h. Corporation Organized in -conditionally displays and is required based on the selection in the Agency is a drop-down field.

8. A Business Address s required for an Agency contact type. You can also add a Mailing Address. A Mailing Address is optional.

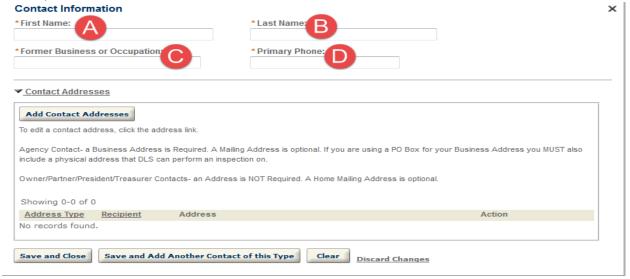


- a. Address Type
- **b.** Street Address
- c. City
- **d.** State
- e. Zip Code

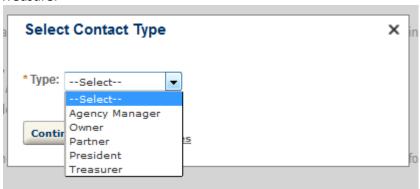
- **E-PLACE**
 - 9. After completing required red * fields for the Address click the Save and Close button.
 - 10. Complete the highlighted required red * fields for the Mangement/Owner(s) Information contact types. An Agency Manager is a required contact type in the Mangement/Owner(s) Information contact type section. A pop-up screen will appear, Under Type: select "Agency Manger" and click the Continue button. Contact Addresses are optional for all contacts but the Agency.



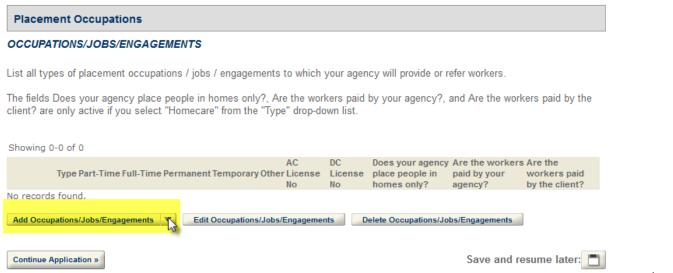
- a. First Name
- Last Name
- Former Business or Occupation
- d. Primary Phone



- 11. After completing required red * fields for the Address click the Save and Close button.
- 12. Add additional Contact types based on the type of Agency.
 - a. Owner add if "Agency is a" = Sole Proprietorship
 - **b.** Partner-add if "Agency is a" = Partnership, LP, or LLP
 - c. President-add if "Agency is a" = Corporation
 - d. Treasurer



13. After all the Contacts have are added in the Contacts section, select a Placement Occupation from the OCCUPATIONS/JOBS/ENGAGEMENTS table. Click the Add Occupation/Jobs/Engagements button.

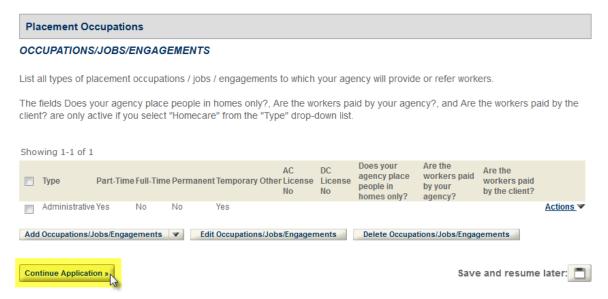


Populate the highlighted

14. A pop-up screen will display. Select an Occupation/Jobs/Engagements Type from the drop-down list and mark all the checkboxes that are appropriate. Click the **Submit** button.

			×
OCCUPATIONS/JOBS/ENGAGE	MENTS		
List all types of placement occupations / j	obs / engagements to which your agency v	vill provide or refer workers.	
The fields Does your agency place people the client? are only active if you select "He	in homes only?, Are the workers paid by yomecare" from the "Type" drop-down list.	our agency?, and Are the workers paid by	
Type: You are required to mark one of			
the checkboxes	Part-Time *	Full-Time *	
Administrative ▼			
		Other:	
Permanent *	Temporary *		
Asbestos License #:	Lead License #:	1. Does your agency place people in homes only?:	
		Yes No	
2. Are the workers paid by your agency?:	Are the workers paid by the client?:		
Yes No	Yes No		
Submit Cancel			

15. Click on the **Continue Application** button.



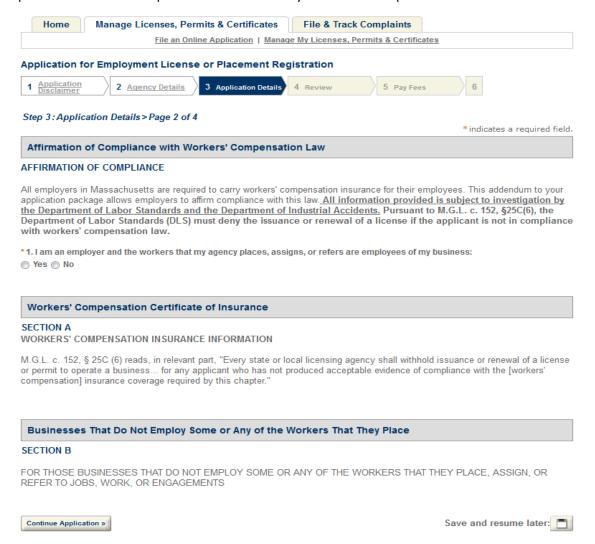
Continue Application »

16. Complete the TWRKL and Determination section. Based on how you answer the TWRKL and Determination questions it will determine if you are applying to be a Licensed Employment Agency or a Registered Placement Agency.

Save and resume later:

Application for Employment License or Placement Registration 1 Application Disclaimer 2 Agency Details 3 Application Details 5 Pay Fees Step 3: Application Details > Page 1 of 4 *indicates a required field. TWRKL and Determination TWKRL AND DETERMINATION Staffing agencies must be either licensed as employment agencies or registered as placement in order to conduct business in the state, regardless of whether or not the agency has a physical office within state borders, in accordance with the EmploymentAgency Law, M.G.L. c. 140, §§46B. An additional law the Temporary Workers Right to Know Law ("TWRKL"), became effective in 2013. A "staffing agency" is defined by M.G.L. c. 149, § 159C as: "an individual, company, corporation, or partnership that procures or provides temporary or part-time employment to an individual who then works under the supervision or direction of a worksite employer." Agencies which place or send individuals to worksite employers are considered "staffing agencies" subject to the TWRKL. The TWRKL sets out certain obligations for staffing agencies and their client companies or "worksite employers." These obligations are designed to give temporary workers basic information about the jobs and assignments to which they are being sent. DLS administers the TWRKL by interpreting the law, conducting inspections and investigations, and engaging in compliance assistance for the business community. In addition to requiring that temporary workers be provided with a set of information for each new assignment, the TWRKL also prohibits a staffing agency and worksite employer from charging certain fees, requires the staffing agency to post a notice prescribed by DLS, and prohibits an agency from engaging in certain activities. Post a Notice of Workers' Rights A notice of workers' rights under the TWRKL must be posted by each staffing agency. The notice is provided by DLS and can be downloaded at: Notice of Workers' Rights. Notices can be mailed to staffing agencies upon request. *1. Will your business procure or provide temporary or part time employment to any individual(s) who will then work under the supervision or direction of a work site employer?: Yes No * 2. Will your business charge fees to job applicants or workers for procuring or attempting to procure, permanent or temporary employment or engagements?: Yes No License Employment Agency Details LICENSE DETAILS

17. Complete following Affirmation of Compliance with Workers' Compensation Law section, based on how you answer the Affirmation of Compliance with Workers' questions determines if you need to complete Section A or Section B.



18. If you have to complete Section A, completing required red * fields and Click the **Continue Application** button.

Workers' Compensation Certificate of Insurance
SECTION A WORKERS' COMPENSATION INSURANCE INFORMATION
M.G.L. c. 152, § 25C (6) reads, in relevant part, "Every state or local licensing agency shall withhold issuance or renewal of a license or permit to operate a business for any applicant who has not produced acceptable evidence of compliance with the [workers' compensation] insurance coverage required by this chapter."
Insurance Company Name: *
Insurance Company Address: *
Policy Number or Self - Insurance License Number: *
Expiration Date: *
All of my employees are covered under their policy listed above, including the workers that my agency places, assigns, or refers.: *

19. If you have to complete Section B, completing required red * fields and Click the **Continue Application** button.

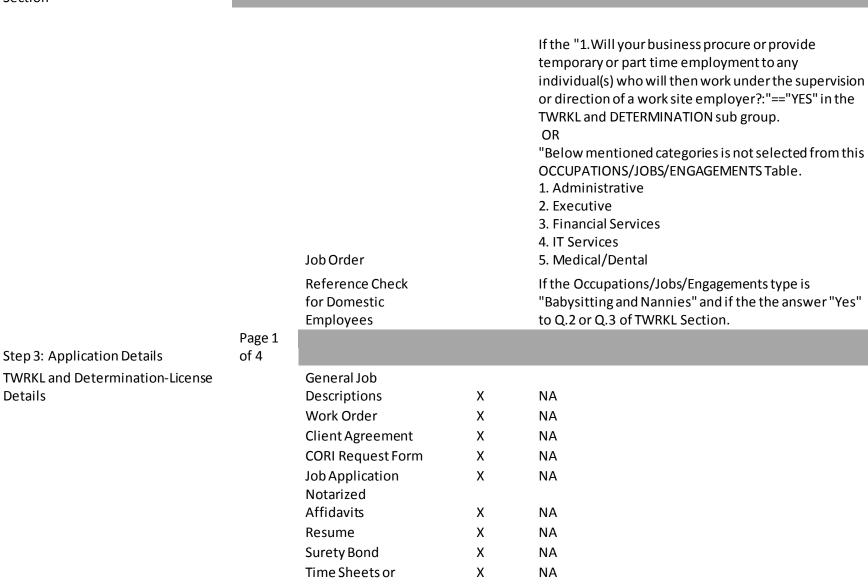
Businesses That Do Not Employ Some or Any of the Workers That They Place	
SECTION B	
FOR THOSE BUSINESSES THAT DO NOT EMPLOY SOME OR ANY OF THE WORKERS THAT THEY PLACE, ASSIGN, (REFER TO JOBS, WORK, OR ENGAGEMENTS	OR
I. What type(s) of work do the people you place, assign or refer perform?: *	
2. How are these workers paid?: *	
Select ▼	
2a. Who pays these workers?: *	
B. Does your business set the workers' hours?: * Yes No	
l. Does your business assign workers to job site(s)?: *	
Yes No	
s. Does your business provide equipment or tools to workers you place, assign, or refer?: *	
Yes No	
.tl	
7. Does you agency provide workers with a 1099 Tax Form for income earned?: * ☑ Yes ☑ No	
8. Are these workers sufficiently skilled in the performance of the required job duties to be able to make decisions on their own vork without supervision?: * Yes No	and to
). Do these workers perform their job duties at more than one job site?: *	
Ses No	
10. Do these workers supervise or employ any other worker(s) at the same or any other job site?: *	
Yes (No	
11. What is the average duration of the job/assignment to which you place, assign, or refer a worker?: *	
2. Does your business consider the people you place, assign, or refer, to be independent contractors?: *	
Yes 🔘 No	
13. Does your business consider the people you place, assign, or refer to jobs, work, or engagements to be the employees of the person or business for whom they perform their work?: *	е
Yes No	
Continue Application » Save and resume la	ter:

20. Attach the required documents. Below are matrices that explain what documents are required for Licensed Employment and Registred Placement agencies. The matrices also explain all the document that are conditionally required based on how you answer questions in the application as well.

Licensed Employment Agency Required Document

Step	Page	Document Type	Required	Condition
	Page 1			
Step 1: Application Disclaimer	of 1	NA		
	Page 1	Authorized		
Step 2: Agency Details	of 1	Signatory Listing Government Issued	Χ	NA
		Photo ID	Х	NA
		Business Certificate		If the "Sole Proprietorship (Owner) or "Partnership LP or LLP (Partnership)" is selected from the Agency contact.
		Certificate of Good Standing		If the "Corporation" or "Limited Liability Company" or "Single Member Limited Liability Company" is selected from the Agency contact and Corporation Organized in "MA more than one year".
		Certificate of Legal Existence		If the "Corporation" or "Limited Liability Company" or "Single Member Limited Liability Company" is selected from the Agency contact and Corporation Organized in "MA more than less year".
		DUA Certificate of Compliance Foreign Corporation Certificate		If the "Corporation" or "Limited Liability Company" or "Partnership LP or LLP (Partnership)" is selected from the Agency contact and Corporation Organized in "MA more than one year" or "Not in MA". If the "Corporation" or "Limited Liability Company" or "Sole Member Limited Liability Company" is selected from the Agency contact and Corporation Organized in "Not in MA".

OCCUPATIONS/JOBS/ENGAGEMENTS Section



		Vouchers Wage Agreements for Workers	X	NA
		Disclosure of Employment Relationship		If the answer to TWRKL Q.3: Will your business provide domestic employees, that is, any worker who is paid directly by a household, family, or individual to perform work of a domestic nature, including, but not limited to, housekeeping, home management, nanny services, child monitoring, caretaking, laundering, cooking, home companion services, house sitting, and butler services for members of households or their guests in or about private homes is "YES".
Step 3: Application Details	Page 2 of 4			
Affirmation of Compliance Section		WC Policy Certificate of Insurance		If the answer to Q. 1 or Q.2 of Affirmation of Compliance is "Yes", Certificate of Insurance for a Workers' Compensation Policy is required.
		Form 153	Mandatory = 12 Conditional =	If the answer to Q.4 of Affirmation of Compliance is "Yes", You may be required to submit a DIA Form 153. LLC's are NOT required to submit a Form 153.
Total			10 If all conditions are met 22	

Registered Placement Agency Required Document

Step	Page	Document Type	Required	Condition
	Page 1 of			
Step 1: Application Disclaimer	1	NA		
Step 2: Agency Details	Page 1 of 1	Authorized Signatory Listing	Χ	NA
		Government Issued Photo ID	Х	NA
		Business Certificate Certificate of Good Standing		If the "Sole Proprietorship (Owner) or "Partnership LP or LLP (Partnership)" is selected from the Agency contact. If the "Corporation" or "Limited Liability Company" or "Single Member Limited Liability Company" is selected from the Agency contact and Corporation Organized in "MA more than one year".
		Certificate of Legal Existence DUA Certificate of Compliance		If the "Corporation" or "Limited Liability Company" or "Single Member Limited Liability Company" is selected from the Agency contact and Corporation in "MA more than less year". If the "Corporation" or "Limited Liability Company" or "Partnership LP or LLP(Partnership)" is selected from the Agency contact and Corporation Organized in "MA more than one year" or "Not in MA".
		Foreign Corporation Certificate		If the "Corporation" or "Limited Liability Company" or "Sole Member Limited Liability Company" is selected from the Agency contact and Corporation Organized in "Not in MA".

OCCUPATIONS/JOBS/ENGAGEMENTS Section ASIT Table				
				If the "1.Will your business procure or provide temporary or part time employment to any individual(s) who will then work under the supervision or direction of a work site employer?:"=="YES" in the TWRKL and DETERMINATION sub group. OR "Below mentioned categories is not selected from this OCCUPATIONS/JOBS/ENGAGEMENTS Table. 1. Administrative 2. Executive 3. Financial Services 4. IT Services
		Job Order		5. Medical/Dental
Ston 2. Application Dataile	Page 2 of			
Step 3: Application Details	4			If the answer to Q. 1 or Q.2 of Affirmation of
Affirmation of Compliance Section		WC Policy Certificate of Insurance		Compliance is "Yes", Certificate of Insurance for a Workers' Compensation Policy is required. If the answer to Q.4 of Affirmation of Compliance is "Yes", you may be required to submit a DIA Form 153. LLC's are NOT required to submit a
		Form 153	Mandatory = 2 Conditional = 8	Form 153.

If all conditions are met 10

Total

*indicates a required field.

Supporting Documents for Licensed Employment Agency and Registered Placement Agency

All Applicants must attach a minimum of two (2) documents in this section. Documents with an asterisk (*) are required. Be aware that additional documents maybe required in order for your application to be considered complete. Once documents are uploaded they cannot be removed. If a document was uploaded in error please upload the correct document.

*Authorized Signatory Listing: Authorized Signatory Listing of all people allowed to sign on behalf of the company. (Required for all Business types)

Business Certificate- A copy of the business certificate filed in the city or town Clerks office of the city or town where the business is located.

Certificate of Good Standing - If organized in MA for more than 1 year provide a <u>Certificate of Good Standing</u> issued by the Secretary of the Commonwealths Office.

Certificate of Legal Existence - If organized in MA for less than 1 year provide a copy of the short form Certificate of Legal Existence, issued by the Secretary of the Commonwealths Office.

*Government Issued Photo ID - Copy of a U.S. government-issued photo identification (drivers license front and back, passport, resident alien card etc). If partnership, then both partners IDs or presidents and treasurers for corporation.

DUA Certificate of Compliance- A DUA Certificate of Compliance. This Certificate cannot be more than thirty (30) days old at the time this application is submitted. You may check your DUA status and obtain a Certificate of Certificate of Compliance at employer/agent DUA QUEST.

Foreign Corporation Certificate - A corporation transacting business in the Commonwealth of Massachusetts and organized under the laws of a different state must provide a copy of the Foreign Corporation Certificate.

Form 153 - Issued by the Department of Industrial Accidents exempting corporate officers from workers compensation insurance.

Job Order - A written notice given to a job applicant or worker by the agency describing the specifics of the employment, engagement, work assignment, or job.

WC Policy Certificate of Insurance - Current Workers Compensation Policy Information Page showing coverage in Massachusetts and your EMR or DNQ status. If your Policy Information Page does not include your EMR or DNQ status, attach a printout of your EMR or DNQ status from the Workers Compensation Rating and Inspection Bureau of Massachusetts or a document from your insurance agent confirming same.

The maximum file size allowed is 30 MB.

Name Type Size Latest Update Action

No records found.

Add

Supporting Documentation for Licensed Employment Agency Only

All documents in this section are required if you are applying to be a Licensed Employment Agency. Once documents are uploaded they cannot be removed. If a document was uploaded in error please upload the correct document.

Client Agreement - A written agreement between the agency and the client. This should include the billing rates the agency will charge the client.

CORI Request Form - Offender Record Information form required for initial licensed employment agencies.

Disclosure of Employment Relationship - Disclosure the employment relationship between the worker and client to all parties.

General Job Descriptions - List the job title, duties, responsibilities, and working conditions.

Job Application - The application the agency will give each applicant.

The maximum file size allowed is 30 MB

Notarized Affidavits - Affidavits by two reputable residents of the Commonwealth for each owner, attesting to the owners character.

Reference Check for Domestic Employees - If this is not included within the job application, it can be submitted separately.

Resume - Person who conducts placement activities for the employment agency must show two years of experience as a placement employee, or have been engaged in equivalent personnel management related activities.

Surety Bond - A promise by a surety or guarantor to pay one party (the oblige) a certain amount if a second party (the principal) fails to meet some obligation, such as fulfilling the terms of a contract.

Time Sheets or Vouchers - The time sheet or voucher that will be used by the agency to verify hours worked.

Wage Agreements for Workers - This agreement will be between the agency and the worker. Clearly state the job the worker will perform and the hourly rate paid by the agency to the worker.

Work Order - Describe specific details of the assignment in a Work Order if not included in the Wage agreement for workers.

<u>Name</u>	Type	Size	<u>Latest Update</u>	Action	
No records f	ound.				
Add					
Continue App	olication »				Save and resume later:

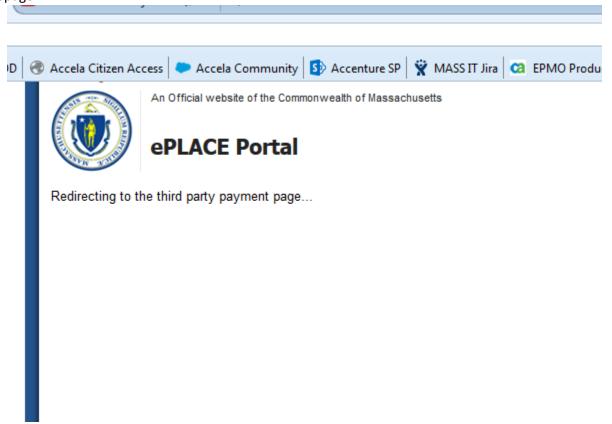
21. Enter the name of the Authorized Signatory that completed the application. The name of the **Authorized Signatory Hereunto Duly Authorized** text box must match one of the names listed on the Authorized Signatory Listing document attached on the previous page. Click the **Continue Application** button.



22. Review the application details and make any necessary edits. Click the **Continue Application** button.

Application for Employment License or Placement 1 2 2	A restree	
Step 4: Review		
Please review of information below, thick the "bolt" bullions	Save and resume	later _
Record Type		
Application for Employment License or Placement for	rgistration	
Application Disclaimer		
are named that chack box you agree to the terms for	ted above: Yes	
Agency Princip Communitary 15-11 (1935) United Communitary E-min	mary Phone (127)495-7890 sel (she0012@yaf60, con	- Batta - I
13-11 19392 p-m Unried States Agency is at Side Proprietorytic Amenicalist for Proprietorytic	wil precess develop.com	
Located in Control		
Management/Owner(s) Information		- Ann. I
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Placement Occupations		
OCCUPATION EL/ORNERHOADEMENTS Type Partition Full-Tonic Permanent Temporal		
Type Partition Partition Permanent Suspects	The Other ACL Laneau SC Lineau State years Are the part of the plant of the part of the pa	Arm mon specified in panel for the choose
Administrative Yes No. No. No.		
TWRKL and Datermination		
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Diffice Tupes	PRINCE OF	1975-046
License Employment Agency Details		
DODGE BEING B How many placement counselors will your agency ut	office of 71	Elect.
2. Has any individual listed in the Planagement/Owns my arises or alleans other than a traffic infraction?:	er(s) information section over boun consisted of	
Explains why your answered "Yes": In the questions also Ja. Has any individual listed to the Hangaremon's (Zeen business be densed, conceded, suspended, recoloid, a Rearm of person advised Science was affected. Date of Actions. Harm and subser of Science business. Harm and subser of Science business.	ers(x) section over had a license to conduct	
Rame of person whose beense was affected.		
Name and nature of ficamen business.		
with your functions among in this point of the order who is not your employee, and so point directly by a both of a dissorbible mature, including, but not border in, be a fall of an employee, a far-district, beautiful own, continue, to the order of the both of the order of the	mentic employees, that is, placing any worker opachold, family, or individual to perform work mandeleping, home management, name, services, into companies services, busine atting, and poster in a shore prosess homes?	
	outside the Commowealth of Hassachusetta to	
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Workers' Compensation Certificate of Insurance		
	*	
Interferent Company Mante: Enacyanen Company Address:	9	
Stead reason of Company Maderia. Policy Hambur or Solf. Internet License Humber: Expiration Oute. All of my employees are covered under their policy is agrancy places, malpin, or referso.	2	(304.9
Buttonessen. That Do Note has been or story of sections. Sections. Section	the Workers That They Place	State of
s. What type(s) of work do the people you place, are	inger or rafter professors:	
In Who pays these workers?		
2. Done your business set the workers to job atto(4)?		
6. How do your workers get their jules site(s)?:	mirrors you place, menge, or referre	
7. Done you agreed provide workers with a 1070 Tax 8. Are those workers sufficiently shifted to the parties wake decisions on their own and to work attended an	reserve of the required job duties to be able to	
9. Do these workers perform their job duties at more	than one job site?; worker(s) at the same or any other job effer;	
11. What is the overage duration of the job/accignmenter?:	and to which you place, seeign, or refer a	
13. Ones your business consider the people you planto be the outployees of the person or business for all \$2\pi\$. Is this compleyment relationship disclosed in serious.		
Supporting Documents for Licensed Employments	nt Agency and Registered Placement Agency	No.
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	Actions.**	
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	-	
Supporting Documentation for Licensed Employ		
The regulation has been adversed to 10 MHz.	ment agency Only	- Later -
Ratio Sales State Laboration	Stocker Address	
Authorized Signature		
Authorized Superiory Recounts Duty Authorized		Batt.ul
Authorized Signatory Hereinite Buly Authorized : Title:	Press	PROESTONIANS MATERIAL
By eligning below, I havely certify that the tellinviring IVVs. Be uniforming and do breely certify that my become to have, reporting of employme and contraction, and of the latest property of the second of the latest and photosystem of the latest and photosystem of the latest written by writing agreement exists and that if biles an approximate and other processes.	are true: I has complete with all less of the Communication of MA ratio from the complete with all less of the Communication of MA ratio from the complete with these lower may be considered and complete with the complete with	y be
(i) By checking this text, I agree to the above certification.		later:

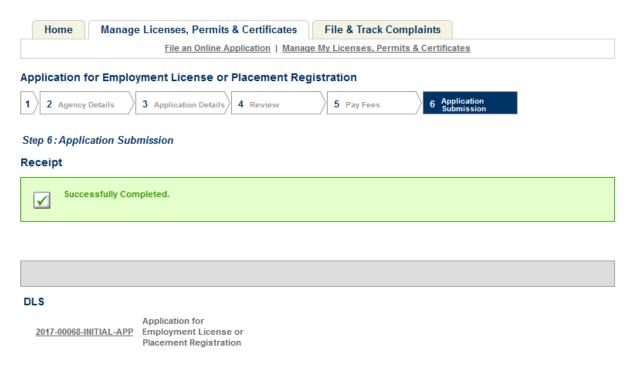
23. The Review Fees pages displays. Click the **Continue Application** button. You will see a message that says "Redirecting to the thrid party payment page..."



24. This takes you to the payment adapter page. Complete the completing required red * fields

one 617-626-5300	19 Stanford St. 2nd floor, Boston, Massachusetts 02 <u>ePlace Portal</u> / <u>ACH F</u>
ayment	
You have elected to	pay for the following item(s).
Description License/Agency/Employment or Placement/Application	Reference ID Amount
License/Agency/Employment or Placement/Application	\$300.00
	Total Convenience Fee Due: \$7.09 Total Amount Due: \$307.09
Billing Information	Payment Information To pay by electronic check, click the ACH tab.
inter Company AND/OR First and Last Name below.	
Company Name Enter Company Name	Credit/Debit Card ACH Card Type
	Select Card Type
Enter First Name	Card Number
ast Name	TEST MODE
Enter Last Name	CVV Code
itreet	123
Enter Street	Expiration
City	01 2017 -
Enter City	
State/Territory	Check to accept both the Commonwealth of Massachusetts and nCourt Terms Agreements.
Select State	I Accept
Zip	Commonwealth of Massachusetts Terms Agreement
Enter Zip	
Phone Number	I authorize the charge to my credit card for the amount shown above. I agree to pay the total amount above
()	according to the card issuer agreement. By checking the box below, I certify that I am an authorized user for the
Email	above referenced credit card account.
Enter Email Address	
Confirm Email	nCourt Terms Agreement
Enter Email Address	
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ase click the back button to return to your application	Cultural Programment
ease click the back button to return to your application Back July	Submit Payme

25. After the payment is processed successfully, you are redirected back to Application Submission page. You will also receive two emails. One mail will be from DLS that has a Copy of the Application you just submitted and you will also receive a receipt email from nCourt the payment provider.



Sample of Confirmation email with Application

- DLS Application for Employment License or Placement Registration Recieved 2017-00120-INITIAL-APP
- Department of Labor Standards <noreply@MassMail.State.MA.US>

To

Dear Jmac Consulting:

This email confirms receipt of your company's Application for Employment Agency License or Placement Agency Registration with the Department of Labor Standards. You will be notified if additional information is required. For online Applicants, you may check the status of your Application via your EPLACE account.

If you have any questions or concerns, please contact the Employment Agency Program Coordinator at 617-626-6970.

Employment Agency Program 19 Staniford Street, 2nd Floor

Boston, MA 02114



Sample of Receipt fomr nCourt payment provider

Receipt from nCourt

